

THE INTEGRATION OF WOMEN INTO COMBAT UNITS  
IN THE REPUBLIC OF KOREA ARMY

A thesis presented to the Faculty of the U.S. Army  
Command and General Staff College in partial  
fulfillment of the requirements for the  
degree

MASTER OF MILITARY ART AND SCIENCE  
General Studies

by

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2014-02

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REPORT DOCUMENTATION PAGE				Form Approved OMB No. 0704-0188	
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1. REPORT DATE (DD-MM-YYYY) 12-12-2014		2. REPORT TYPE Master's Thesis		3. DATES COVERED (From - To) FEB 2014 – DEC 2014	
4. TITLE AND SUBTITLE  The Integration of Women into Combat Units in the Republic of Korea Army				5a. CONTRACT NUMBER	
				5b. GRANT NUMBER	
				5c. PROGRAM ELEMENT NUMBER	
6. AUTHOR(S) Major Dongmyung Lee				5d. PROJECT NUMBER	
				5e. TASK NUMBER	
				5f. WORK UNIT NUMBER	
7. PERFORMING ORGANIZATION NAME(S) AND ADDRESS(ES) U.S. Army Command and General Staff College ATTN: ATZL-SWD-GD Fort Leavenworth, KS 66027-2301				8. PERFORMING ORG REPORT NUMBER	
9. SPONSORING / MONITORING AGENCY NAME(S) AND ADDRESS(ES)				10. SPONSOR/MONITOR'S ACRONYM(S)	
				11. SPONSOR/MONITOR'S REPORT NUMBER(S)	
12. DISTRIBUTION / AVAILABILITY STATEMENT Approved for Public Release; Distribution is Unlimited					
13. SUPPLEMENTARY NOTES					
14. ABSTRACT Women have been serving in the military as officers and NCOs for over 64 years in South Korea with 8,900 women serving in the armed forces in 2014. The proportion of women in the military will reach 11,500 comprising 5.6 percent of the total force by 2020. Despite the increasing number of women, most continue to serve in function units like an Army training center or a higher command staff and are limited in their scope of duties mostly as a result of past administrative decisions, – The vast majority of women have demonstrated superior performance and professionalism in a wide variety of career fields, – The Republic of Korea and the Korean Army will suffer nationally if they do not take advantage of the increase of females in the workforce that exists in Korea today. This thesis will investigate the recent policy of female soldiers in combat units and discuss the plans for increasing the number of female soldiers in combat units.					
15. SUBJECT TERMS combat units, Function units, Conscription system, Limited mission, Personnel management, ROKMND(Republic of Korea Ministry of Defense), ROK(Republic of Korea), ROKA(Republic of Korea Army), ROKN(Republic of Korea Navy), ROKAF(Republic of Korea Air Force)					
16. SECURITY CLASSIFICATION OF:			17. LIMITATION OF ABSTRACT  (U)	18. NUMBER OF PAGES  89	19a. NAME OF RESPONSIBLE PERSON
a. REPORT (U)	b. ABSTRACT (U)	c. THIS PAGE (U)			19b. PHONE NUMBER (include area code)

MASTER OF MILITARY ART AND SCIENCE

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The opinions and conclusions expressed herein are those of the student author and do not necessarily represent the views of the U.S. Army Command and General Staff College or any other governmental agency. (References to this study should include the foregoing statement.)

## ABSTRACT

THE INTEGRATION OF WOMEN INTO COMBAT UNITS IN THE REPUBLIC OF KOREA ARMY, by Major Dongmyung Lee, 89 pages.

Women have been serving in the military as officers and NCOs for over 64 years in South Korea with 8,900 women serving in the armed forces in 2014. The proportion of women in the military will reach 11,500 comprising 5.6 percent of the total force by 2020. Despite the increasing number of women, most continue to serve in function units like an Army training center or a higher command staff and are limited in their scope of duties mostly as a result of past administrative decisions. The vast majority of women have demonstrated superior performance and professionalism in a wide variety of career fields. The Republic of Korea and the Korean Army will suffer nationally if they do not take advantage of the increase of females in the workforce that exists in Korea today. This thesis will investigate the recent policy of female soldiers in combat units and discuss the plans for increasing the number of female soldiers in combat units. This is the suggestion for integration and expansion of the women in combat units. First, some restrictions and limitations to assign women in combat units should be abolished. Second, they should be equally respected when appointed to positions for which they are qualified and that they will perform the same missions during peacetime and wartime as their male counterparts. Third, the assignment of qualified personnel to combat positions will be reviewed. Fourth, women will be guaranteed the advantages for promotions if they serve in combat units. Fifth, adequate conditions for hygiene, child delivery and child rearing should be provided for female soldiers.

## ACKNOWLEDGMENTS

My sincere gratitude goes to the members of my thesis committee, Mr. Ronald Staver, Dr. Janet Valentine, and Dr. Dawn M. Weston. Thank you for your guidance, time, and support. Taking a personal interest in my topic really set the conditions for me to be successful. I also thank my instructors, Mr. Dave Seigel, Mr. Pete Scheffer, Dr. Bill McCollum, Dr. Alexander Bielakowski, and MAJ Hennires Tracie, for taking the time to conduct my oral comprehensive examination. I also thank my editor, Susan Crumrine.

I am especially thankful to my wife Soojin, my daughter Seryung, whose sacrifices have made this possible. I know it was not easy having me away for a year. I love you all so very much, and I am so blessed to have such a wonderful family.

Finally, I would like to thank the Republic of Korea Army for granting me the opportunity to attend the U.S. Command and General Staff College.

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## ACRONYMS

AFNA	Armed Forces Nursing Academy
GOP	General Out Post
KAFA	Korea Air Force Academy
KAOCS	Korean Army Officer Candidate School
KMA	Korea Military Academy
KNA	Korea Naval Academy
MOS	Military Occupational Specialty
OCS	Officer Candidate Schools
OECD	Organization for Economic Cooperation and Development
PKM	Patrol Boat Killer, Medium
ROK	Republic of Korea
ROKA	Republic of Korea Army
ROKAF	Republic of Korea Air Force
ROKMC	Republic of Korea Marine Corps
ROKN	Republic of Korea Navy
ROTC	Reserve Officer Training Corps



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## CHAPTER 1

### INTRODUCTION

#### Background

Women in the military have had very limited roles, especially in combat units in the Republic of Korea Army (ROKA). Moreover, the number of women in combat units has fallen by more than half over the past five years. Even though some of the female soldiers are assigned to infantry battalions, they served in battalion staffs, not combat units. This is a new phenomenon in the Republic of Korea Army. Contrary to the increasing number of female soldiers, the number of women in combat units has not increased.<sup>1</sup>

In March 2013, there were 8,448 female uniformed service members accounting for 4.7 percent of the total officer and NCO corps (179,700 personnel) within the Republic of Korea Ministry of National Defense (ROKMND) forces.<sup>2</sup> According to the ROKMND White Paper, that number is expected to grow to over 10,000 by the end of 2015. The government plans to increase the number of females to 10,121 or 5.6 percent of the total officer and NCO corps by 2015. The next goal is to increase the number of females to 7 percent of the total officer corps and 5 percent of total NCO corps by 2017.<sup>3</sup>

Additionally, in October 2009, the ROKMND modified the original Defense Reform Act to achieve an overall increase 2.2 percent of female service members by 2020 because of the social environment and change in the military structure. The modified ROKMND Defense Reform Act mandated that the total number of female soldiers would increase from 8,346 in 2012 to 10,121 personnel by 2015. This increase

breakdowns by Service as follows: Army: 6,970 personnel, Navy: 1,607 personnel, Air Force: 1,544 personnel.<sup>4</sup> Clearly, the ROK defense policy is paving the way for increases in females in all ROK Uniformed Services.

Why is the number of women in the military increasing? The major reason is modern war has evolved technically and military missions have diversified to include public services in disasters and peacekeeping missions. Also, the trend in recent policy changes for female soldiers reflect gains in expanded women's movement which has raised the social consciousness of the nation that women can now develop themselves and exert their capabilities.<sup>5</sup> This social consciousness is one of the factors contributing to an increase in the numbers of female soldiers and is behind the push for a less restrictive military human resources policy surrounding females. The Air Force Academy female Cadets' admission rate was the highest ever: 51.4-to-1 (23.1-to-1 male cadets) in 2012. Eight hundred twenty-two females applied for 16 openings. The military Academy female cadets' admission rate was 37.8-to-1 (24.4-to-1 male cadets) that 1,059 people applied for 28 positions. The Naval Academy was 52.2-to-1 (male cadets 24.4-to-1). Female ROTC was over 7-to-1.<sup>6</sup> It would be a national loss and waste to not take advantage of female applicants because of limited past administrative decisions and commanders' judgments.<sup>7</sup>

Therefore, it is necessary to change current Army policies and regulations to ensure the increase in females would be handled efficiently in the near future. By accepting the reality of the impending change to women's expanded role in the ROKA, we can more precisely begin to compare our current situation, goals and objectives to

neighboring countries, which will help inform the ROKA how best to integrate women into the ROKA.

### Primary Research Question

Is it necessary to integrate women into combat units in the Republic of Korea Army in accordance with the increasing number and influence of women in the Uniformed Service?

### Secondary Questions

In order to address the research question, the following secondary questions must be answered:

1. If it is necessary to integrate women into combat units then how best should the ROKA facilitate this integration?
2. What do male soldiers think about increasing women's roles in combat units?  
How do male soldiers evaluate the performance and professionalism of women in the military?
3. Are there any limitations in the regulations or policies to integrate women in combat units?
4. Why are the numbers of female soldiers increasing?
5. What are the strengths and weaknesses for women in the military?
6. What are the appropriate and desired positions for women in the military?
7. What are the anticipated problems for women serving in combat units?
8. How have other countries integrated women into combat units and what challenges have they faced?

### Significance

Women have been serving in the military as officers and NCOs for over 64 years in South Korea with 8,900 women serving in the armed forces in 2014. The proportion of women in the military will reach 12,165 by 2020.<sup>8</sup> Women do not have obligation for military service. Women's soldiering has differed fundamentally from men's soldiering in the Korean military. All female soldiers have been volunteers recruited for officer and NCO duty since 1974, while the majority of male soldiers have been conscripted privates.<sup>9</sup>

Despite the increasing number of women, most continue to serve in Functional Units, like Institutional Support Units or a higher command staff and are limited in their scope of duties mostly as a result of past administrative decisions. The vast majority of women have demonstrated superior performance and professionalism in a wide variety of career fields. The Republic of Korea and the Korean Army will suffer nationally if they do not take advantage of the increase of females today.

This thesis will investigate the recent policies and regulations of female soldiers in combat units, consider plans for increasing the number of female soldiers in combat units, and recommend a method for increasing female soldiers into combat units in the ROKA.

### Assumptions

Various assumptions that impact this research include:

1. The number of female soldiers will increase as planned.

2. Korea birth rates are decreasing, so increasing of the number of female soldiers in the military is required
3. The cost to build additional female facilities is not affected by the increase of female soldiers in combat units
4. The Republic of Korea Military will maintain its conscription system beyond 2020.

### Definition of Key Terms

The following terms will be used throughout the study:

Combat units. The term “combat units” is defined as “a collective name in a system of administrative military reference to those troops within national armed forces which participate in direct tactical land combat.”<sup>10</sup> In general, they include the Infantry, Armor, Engineer, and Artillery units–, particularly, DMZ (Demilitarized Zone) security units and Coastal security units included in combat units in ROK Army.

Conscription system. The term “conscription system” is defined as “compulsory enlistment of people in some sort of national service, most often military service.”<sup>11</sup>

Female soldiers. The term “female soldiers” is defined as “females engaged in Military Service” in the rank of staff sergeant of above. Women are not allowed to serve at the rank of private or private first class in the ROKA. Women’s soldiering has differed fundamentally from men’s soldiering in the Korean military. All female soldiers have been volunteers recruited for officer and NCO duty since 1974, while the majority of male soldiers have been conscripted privates.<sup>12</sup> This term is universally accepted in the ROKA and South Korea.

Functional Units. The term “Functional Units” is defined as “units that provide fire support and operational assistance to combat elements and logistical support by providing supply, maintenance, transportation, health services, and other services required by the soldiers of combat units to continue their missions in combat.”<sup>13</sup>

Limited mission. The term “limited mission” is defined as “most women have been serving at function units like an Army training center or higher command staff. They seldom have served in combat positions like squad leader, platoon sergeant, platoon leader, and company commander or above in combat units like the DMZ (Demilitarized Zone) security or coastal security. This term is universally accepted in the ROKA and South Korea.

Personnel management. The term “personnel management” is defined as “the management of the people in working organizations.” It is also frequently called personnel management, industrial relations, employee relations, manpower management, and personnel administration. It represents a major subcategory of general management, focusing exclusively on the management of human resources, as distinguished from financial or material resources. The term may be used to refer to selected specific functions or activities assigned to specialized personnel officers or departments. It is also used to identify the entire scope of management policies and programs in the recruitment, allocation, leadership, and direction of employees.<sup>14</sup>

ROKMND. The term “ROKMND” is defined as “Republic of Korea Armed Forces including the Army, Navy, Air Force and Marine Corps. It also includes a Ministry level of civilian staff.”<sup>15</sup>

TDA. The term “TDA” is defined as “Tables of Distribution and Allowances.”

### Limitations

The short time available to conduct research will pose the most significant limitation. As such, the study will narrow its focus on existing data readily available through the CARL(Combined Arms Research Library) and other online sources. Additionally, an important survey conducted by the ROKA on the perception of women in combat units may not be easily accessible due to official permission from the ROKA headquarters. This thesis used, as a resource, a survey on the perception of women in combat units which was conducted by the ROKA Headquarters in 2009. Its primary limitation is the lack of ability to discuss classified information. Using classified information to answer the primary proposed research question would provide a more definitive answer. However, the need for unclassified research on the proposed topic outweighs any advantage gained by including classified data.

### Delimitations

During the course of the research, the study shall limit itself to the period from 1950 to present day. Additionally, the data available about integration of women in combat units and personnel management for female soldiers is limited.



## Summary

This chapter provided a general introduction of women in the Uniformed Services within the ROKA (Republic of Korea Army). This chapter also addressed the need to integrate more female soldiers into combat units. The need to recruit more female military service members is gradually increasing due to the decrease in manpower resources caused by the low birthrate. The agency data said that as of 2013 the average South Korean woman was expected to give birth to 1.187 babies in her lifetime, ranking the country nearly last in fertility worldwide. In 1980 to 1985, the average South Korean woman was expected to give birth to 2.23 babies in her lifetime.<sup>16</sup> Increased childrearing costs to include high education expense for children has contributed to the drop in the birthrate as many Korean couples decide family size. Additionally, a majority of young women want to keep their careers after marriage which includes remaining on the job as working mothers.

The ROKMND (Republic of Korea Ministry of National Defense) is gradually increasing the number of female personnel.<sup>17</sup> Contrary to the increasing number of female soldiers, the number of women in combat units has not increased. Even though some female soldiers are assigned to infantry battalions, they are serving in battalion staffs, not combat units. So, it is necessary to study how to integrate women into combat units. This chapter introduced the proposed thesis. It provided an overview, stated the primary and subsidiary research questions, defined key terms, established the limits of research and scope, and provided reasons by which the research will be significant. Chapter 2 will examine the literature available for research.

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<sup>1</sup> Mi Hee Park, “Study of Female Workforce Expansion and their Direction” (Master’s thesis, Hansung University, June 2013), 59.

<sup>2</sup> Ibid., 60.

<sup>3</sup> Ministry of National Defense, *2012 Defense White Paper* (Seoul: ROK MND, 2012), 207.

<sup>4</sup> Ibid.

<sup>5</sup> Park, “Study of Female Workforce Expansion,” 60.

<sup>6</sup> Sangho Yoon, “New Woman Era,” *Donga Daily Newspaper*, 12 November 2013, accessed 20 November 2014, <http://news.donga.com/3/all/20131112/58831838/1>.

<sup>7</sup> Park, “Study of Female Workforce Expansion,” 60.

<sup>8</sup> Ministry of National Defense, *2012 Defense White Paper*, 207.

<sup>9</sup> Seungsook Moon, “Beyond Equality Versus Difference: Professional Women Soldiers in the South Korean Army,” *Social Politics* 9, no. 2 (Summer 2002): 208.

<sup>10</sup> Robert S. Rush, *Enlisted Soldier's Guide*, 7th ed. (Mechanicsburg, PA: Stackpole, 2006), 11.

<sup>11</sup> Quora.com, “Military Draft,” accessed 20 November 2014, <http://www.quora.com/Military-Draft>.

<sup>12</sup> Moon, “Beyond Equality,” 208.

<sup>13</sup> Definition.net, “Definitions for Combat Support,” accessed 20 November 2014, <http://www.definitions.net/definition/Combat%20Support>.

<sup>14</sup> Dictionary.com, “Personnel Management,” accessed 20 April 2014, <http://dictionary.reference.com/browse/personnel+Management>.

<sup>15</sup> Ministry of National Defense, “The Organization,” accessed 21 September 2014, [http://www.mnd.go.kr/mbshome/mbs/mnd\\_eng/subview.jsp?id=mnd\\_eng\\_010400000000](http://www.mnd.go.kr/mbshome/mbs/mnd_eng/subview.jsp?id=mnd_eng_010400000000).

<sup>16</sup> Jeyup S. Kwaak, “South Korea Birthrate Hits Lowest on Record,” *The Wall Street Journal*, 26 August 2014, accessed 20 November 2014, <http://blogs.wsj.com/korearealtime/2014/08/26/south-korea-birthrate-hits-lowest-on-record/>.

<sup>17</sup> Ministry of National Defense, *2012 Defense White Paper*, 206.

## CHAPTER 2

### LITERATURE REVIEW

The purpose of this study is to ascertain whether the integration of women into combat units in the ROKA is necessary and how to integrate them optimally. The first chapter of this study provided background and an overview about the integration of women into combat units in the ROKA. The aim for Chapter Two is to provide an overview of impending changes to the women's expanded role in the Korean military, and then we can more precisely describe how females from other countries were integrated in their respective militaries.

This chapter consists of six sections. The first section provides a brief summary of the history of women's role in the ROKMND. Sources describe the change and development of Korea's women in the military. The main source "The 60 year history of women in military" was published by ROKMND in 2010. The second section summarizes the history of women's role in the military in the United States of America and sources describe the change and development of America's women in the military. They also describe the controversial issues of the involvement of women in combat. The third section discusses the history of women's role in the military in North Korea and sources describe the change and development of North Korea's women in the military. The fourth section provides the history of women's role in the military in Israel and sources describe the change and development of Israel's women in the military. The fifth section summarizes the history of women's role in the military in Canada and sources describe the change and development of Canada's women in the military. The final

section describes the history of women's role in the military in the United Kingdom and sources explain the change and development of the British women in the military.

### History of Women in the ROKMND

The first women troops of the regular army included 32 officers who were admitted to military schools in 1948. Single women between the ages of 18 and 25, with a middle school diploma (equivalent to today's high school), were eligible to enlist in the military after passing a written test and comprehensive physical examination.<sup>1</sup>

The most prominent women officers of this period included Kim Hyeon-suk, who was commissioned a first lieutenant and later became the first woman chief branch officer, and Kim Jeong-rye, a platoon leader, who later served as a legislator and the Minister of Health and Social Affairs. Following the outbreak of the Korean War in June 1950, the Women's Volunteer Training Center, the first formal unit of women soldiers, was established in September 1950.<sup>2</sup> Assembled to assist combat units during the war, this group of women received the basic military training necessary for infantrymen, yet their actual tasks usually involved propaganda and communication duty. With the emergence of the truce proposed by the Soviet Union in June 1951, most of the volunteer women soldiers desired to return home or were discharged. The women's volunteer army was finally disbanded in November 1951, when North Korea and the United States began truce negotiations. Then in 1955, the South Korean Army founded the Women's Military Training Center (yo~ gun hullyo~ nso), to provide female soldiers trained in typing, stenography, and telecommunications to the force. This use of women in the Army was intended to release male soldiers for combat duty.<sup>3</sup>

Women's soldiering has differed fundamentally from men's soldiering in the Korean military. All female soldiers have been volunteers recruited for officer and NCO duty since 1974, while the majority of male soldiers have been conscripted privates. Essentially, women soldiers were secretaries in the military. Prior to 1988, women soldiers were required to terminate their employment upon pregnancy because it was believed it made them "inadequate" for military service (which for them consisted of clerical tasks).<sup>4</sup>

Since 1988, married women have been allowed to continue their military service after childbirth. In the late 1990s, the service academies, which thus far had only accepted male candidates, started to open their doors. In 1991, the Women's Army Corps was abolished as the last step toward women's integration into the military. Since then, the Women's Military School for all services has been primarily responsible for initial training for female officer candidates like the U.S. Army's Officer Candidate School.<sup>5</sup>

The first women candidates were admitted into the Air Force Academy in 1997, the Military Academy in 1998, and the Naval Academy in 1999. The Air Force commissioned the first women pilots in 2002, and the Military Academy commissioned its first women officers that same year. In 2003, the first women sailors were assigned to battleship duty, which brought an end to this longstanding "men-only" domain. At the Air Force Academy, the woman cadet Hwang Eun-jeong gained legendary status by entering and graduating as the No. 1 of her class.<sup>6</sup>

The chronology of female soldiers in the ROKA is follows:<sup>7</sup>

- Female soldiers appeared for the first time in military organizations on 6 September 1950, in Busan temporary capital of South Korea during the Korean War. 1951 년 11 월에 여자의용군교육대가 해체된 후 육군본부 고급부관실 여군과로 편입된다.
- Female soldiers belonged to the Army Headquarters Office of Advanced Section for Females in November 1951 after the dismantling of the female militia education center.
- The Female Group of Education returns to the Army Infantry School on 1 February 1953, and conducted over four classes of military training and technical training group until the armistice of the Korean War.
- The Female Training Center was established for the training of female soldiers on July 1955.
- The section of the female soldiers reorganized as the department to the Army Headquarters on January 1959.
- The Army Nursing Academy was established on 14 July 1967.
- The Department of Female Soldiers was promoted to the Female Corps on December 1970.
- According to the revision of rank system, the Female Corps consisted of only officers and NCOs on January 1974.
- After the dissolution of the Female Branch, the Female Academy was founded on February 1990.

- Dismantling the Army Female Corps on 1 January 1991, and promoted as the Female Department in the Human Resources Staff.
- Women are allowed to enter the Republic of Korea Air Force Academy in 1997.
- Women are allowed to enter the Republic of Korea Military Academy in 1998.
- Women are allowed to enter the Republic of Korea Naval Academy in 1999.
- Women Development Group is switched to Defense Women Policy Team in Personnel and Welfare Division under the direct control of Ministry of National Defense.
- Defense Personnel Planning Department is renamed Defense Policy for Women on March 2008.
- Several universities founded the Reserve Officer Training Corps for females in 2010.

#### Increase of Women in the ROKMND

In November 2002, the School for Women Soldiers (successor of the Women's Volunteer Training Center) concluded its 52 years of operation when the Women Soldiers' Advocacy Agency was established under the supervision of the Minister of ROKMND. In recognition of the increasing number of women in the military and the growing importance of their roles, the ROKMND sought to maintain a more comprehensive support organization in order to better address related issues. During just over half a century, the School for Women Soldiers turned out more than 1,500 officers and 6,300 noncommissioned officers.<sup>8</sup> The ROKMND is gradually increasing the number of female personnel and is developing diverse gender defense policies to support such an

increase. As of September 2012, there are a total of 12,807 female defense personnel of which 7,955 are female military service members, 373 female ROKMND civilians (similar to US DOD civilians), and 4,479 female military civilians. The detailed female defense personnel status is shown in table 1.<sup>9</sup> In 2014, the highest ranked woman officer in the Korean military is a brigadier general.

Table 1. Female military service members' status in 2012

Unit: persons

Total	Officers				NCOs			
	Total	Army	Navy	Air Force	Total	Army	Navy	Air Force
7,955	3,664	2,768	408	488	4,291	2,763	695	833

Source: Ministry of National Defense, *White Paper 2012* (Seoul: ROK MND, 2012), 206.

According to the ROKMND Defense Reform Act, the number of female military service members is to be increased through 2020. However, considering the social environment and the expected changes to the future military structure, the ROKMND is planning to achieve its goal of increasing the number of female military service members to its desired level by 2017. The female military service member increase plan is shown in table 2.<sup>10</sup>



Table 2. The female military service member increase plan

Unit: persons

Classification	Total	Army	Navy	Air Force
2012	8,346	5,792	1,221	1,333
2015	10,121	6,970	1,607	1,544
2020	12,165	8,495	1,875	1,795

Source: Ministry of National Defense, *White Paper 2012* (Seoul: ROK MND, 2012), 207.

According to the Korean Bureau of Statistics, as of September 2012, of women in the 25-29 age bracket, 6.2 percent were out of work, double the overall average unemployment rate (2.7 percent). The higher joblessness rate sets the stage for a remarkable rise in female applications for KAOCS (Korean Army Officer Candidate School), a program that has up until now been filled mostly with male applicants. KAOCS is designed to bolster the number of commissioned officers in the military. Applicants are required to be university graduates and take tests before becoming commissioned officers, after which they serve for thirty-six months.<sup>11</sup> Experts blame the high jobless rate on corporations' discriminatory recruitment against women. Lee Joo-hee, a sociology professor at Ehwa Women's University, pointedly said, "Although it is beneficial for more women to get into military service, the increasing KAOCS applications by women can be seen as a testament to the discrimination that women suffer in corporate employment compared with men." The professor said, "More decent jobs need to be created, and firms should do away with discriminatory employment practices that give preference to male job seekers."<sup>12</sup>

### History of Women in U.S.A. Military

The history of women serving with or in the U.S. military varies by service. In 1908, Congress enacted language which led to the creation of the Navy Nurse Corps.<sup>13</sup> In 1918, the Secretary of the Navy allowed women to sign up for clerical duties in the Marine Corps. In 1918, the Secretary of the Navy allowed women to enroll for clerical duty.<sup>14</sup>

Two major factors led to the expansion of the role of women in the U.S. armed forces. First, after the end of the draft and the beginning of the All-Volunteer Force in December 1973, the military services had difficulty in recruiting and retaining enough qualified males, thereby turning attention to recruiting women.<sup>15</sup> Second, the movement for equal rights for women, particularly in the 1960s and 1970s, led to demands for equal opportunity in all fields, including national defense, and a gradual removal of the restrictions against them.<sup>16</sup>

In 1977, Congress directed the Secretary of Defense to submit to Congress a definition of the term “combat” and recommendations for expanding job classifications for female members of the armed forces.<sup>17</sup> Following Operation Desert Storm, where women played a more prominent role than in previous conflicts, the political fallout concerning sexual harassment and assault at the Navy’s 1991 Tailhook convention in Las Vegas, efforts to expand the assignment of women were renewed.<sup>18</sup> Legislation enacted in 1991 called for the repeal of the statutory limitations on the assignment of women in the armed forces to combat aircraft and naval vessels, and the establishment of a commission on the assignment of women in the armed forces.<sup>19</sup>

On October 1, 1994, Secretary Aspin approved a new assignment rule: Service members are eligible to be assigned to all positions for which they are qualified, except that women shall be excluded from assignment to units below the brigade.<sup>20</sup>

There are over 213,000 women in the Active component of the Armed Forces and about 190,000 women in the Reserves and National Guard in 2011.<sup>21</sup> As the military continues to open occupational opportunities for women, they will continue to make up an increasingly larger share of new recruits. In 2009, women with no prior service in the military made up almost 17 percent of new active-duty enlisted personnel and 14 percent of the entire enlisted force in the four Department of Defense services (Army, Navy, Air Force, and Marine Corps). Women also made up an increasing share of the officer corps. Twenty-one percent of officer gains in 2009 were women. In total, women comprise 16 percent of the active-duty officers in the services. The same pattern held true for the Reserve component where about 21 percent of new enlisted and officer personnel were women. The 2009 gains in new recruits increased the overall female share of the Active and Reserve components of the Armed Forces.<sup>22</sup>

DOD policy restricting women from serving in ground combat units was modified in 1994 and 2013. Under the 1994 policy, women could not be assigned to units, below the brigade level, whose primary mission is to engage in direct combat on the ground. Primarily, this meant that women were barred from infantry, artillery, armor, combat engineers, and special operations units of battalion size or smaller. On 24 January 2013, then-Secretary of Defense Leon Panetta rescinded the rule that restricted women from serving in combat units.<sup>23</sup>

### History of Women in North Korea Military

North Korean women aged 18 and over will face seven years' military conscription, starting in January 2014. According to revised military service laws to be announced soon, military service for males will be increased from 10 years to 11 years. The state originally considered increasing the period to 13 years but, taking into account the measure's overall failure in the mid-1990s, decided instead to conscript women. North Korea is struggling to keep up the numbers in its military forces, which have totaled more than 1.2 million. A shortage of males born in the mid-1990s reflects the nationwide famine during which about 330,000 children died.<sup>24</sup>

Women are recruited on a limited scale for rear area duties: psychological warfare units, hospitals, administration, and antiaircraft units. Most women are assigned to units defending fixed installations near their workplaces.

Increasing numbers of women are being deployed in North Korea's military, according to defectors who recently arrived in South Korea. Kim Ok-Hee, 28, a former instructor at North Korea's so-called 4.25 boot camp, told the *NK Daily* that women were being deployed in frontline units. Women now represent more than 10 percent of the entire North Korean People's Army, she claimed. "Most of the artillery units along the North Korean coasts are manned with women and there are independent women's regiments and more women battalions," Kim disclosed. Moreover, propaganda songs have been written to attract more women into the coastal artillery units, Kim maintained, and women fighters now guard nearly all tunnels and bridges. Choi Young-Il, 38, who served as a maintenance mechanic in the North Korean air force, claimed that women

began to be deployed in his units around 1998. He stated women constitute more than 10 percent of the People's Army.<sup>25</sup>

### History of Women in Israel Military

Women have been an integrated component within the fabric of the IDF (Israel Defense Forces) since its establishment in 1948. Israeli women have been recruited for mandatory service, career employment and even mobilized for the reserves – ever since.<sup>26</sup> Before the establishment of the state, women served in combat roles in the militias that would be the Israel Defense Forces. However, when the IDF was created women served primarily in roles such as educators and administrators. Then, during the Yom Kippur War (1973), due to a growing need for ground forces, women were needed in more career fields. They served as combat instructors, operations sergeants, and even officers.<sup>27</sup>

From 1985 on, year by year, the IDF's order of battle shrank; even as it shrank, the number of women and the range of positions which they were permitted to fill expanded. The number of those working in positions such as intelligence, surveillance (radar operators), maintenance, communications, military police, the medical professions, and training rose, though none of these career fields ever accounted for more than 10 per cent of all women. That of secretaries dropped, though at 39 per cent clerical employees still remained the largest single category of female soldiers by far.<sup>28</sup>

The combination of more women being drafted with a limited number of positions that they could or would fill led to a vast surplus of female recruits, estimated by one chief of manpower to be around 50 percent. Efforts to solve the problem by cutting

women's period of service (around 21 months) are counterproductive; understandably, the IDF is reluctant to train personnel who, having completed their courses, will only spend a brief period applying their skills before being discharged. Far from improving their opportunities, many female conscripts acquire no useful skills at all. Others are used as cheap labor in civilian-type jobs, such as controlling passports and minding pilots' children, serving under "semi-servile" conditions. With outside pressure for "equality" mounting, the IDF has even begun putting women and men who are destined for non-combat positions into mixed companies and passing them through the same 10-day basic training.<sup>29</sup>

In January 2000, the landmark Israeli Supreme Court decision went into effect, which opened doors for women wishing to serve in IDF combat roles. An appeal had been filed by Alice Miller, who petitioned to have the IDF Pilot's Course open to all women. An amendment to this law laid the foundation down for gender equality in the IDF, and ordered that combat and other previously restricted roles be open to women. Clause 16A of the law requires that female combat soldiers serve 3 years of mandatory service, and continue in reserves service up to age 38, even if they become mothers. These are the identical terms of service for male combat soldiers. Each year, 1,500 female combat soldiers are drafted into the IDF.<sup>30</sup>

In 2010, women can be found in 69 percent of all positions. Higher and higher proportions of the officer ranks are occupied by women. Women constitute 25 percent of Officers, and 20 percent of Career Soldiers. Almost half (45 percent) are 1st Lieutenants, a quarter are 2nd Lieutenants, and slightly less than a quarter (23 percent and 22 percent)

of Captains and Majors, respectively are women.<sup>31</sup> In 2011, Women made up 3 percent of the IDF's combat soldiers.<sup>32</sup>

### History of Women in Canadian Military

Women have a long history of service in the Canadian Forces, having been granted admittance in 1885. Over the years, changing societal norms, legislation, and aggressive recruiting have increased their numbers and expanded their roles.<sup>33</sup>

For many years, female soldiers have been an integral part of the Canadian military, working in administrative and supportive roles. However, it was not until Canada's Charter of Rights was enacted in 1982, that the Armed Forces were required to consider the equality of women in the services and to permit them into all military roles. It took seven more years, until 1989, for all combat roles to finally be opened to women. That same year the Canadian Human Rights Commission gave the Canadian Forces ten years to meet a specific quota for women employed in the combat trades. In 1998, the Canadian Forces embarked on a series of initiatives aimed at recruiting more women into the combat trades.<sup>34</sup>

In 1987, positions and units with the primary role of preparing for direct involvement in combat on the ground or at sea were still closed to women: infantry, armored corps, field artillery, air-defense artillery, signals, field engineers, and naval operations. On 5 February 1987, the Minister of National Defense created an office to study the impact of employing men and women together in combat units. These trials were called Combat-Related Employment of Women. All military occupations were open to women in 1989, with the exception of submarine service, which opened in 2000.

Throughout the 1990s, the introduction of women into the combat arms increased the potential recruiting pool by about 100 per cent. It also provided opportunities for all people to serve their country to the best of their abilities. As of January 2014, the percentage of women in the Canadian Armed Forces, Regular Force and Primary Reserve combined was at 14.8 percent, with more than 9,400 women in the Regular Force and more than 4,800 women in the Primary Reserve.<sup>35</sup>

### History of Women in British Military

Women were first employed by the Royal Navy in 1696 when a handful were employed as nurses and laundresses on hospital ships. They received pay equal to an able seaman. The practice was always controversial and over the next two centuries, first, the nurses and the laundresses were removed from service. By the start of the 19th century, both roles had been eliminated.<sup>36</sup>

Female military service in the Royal Navy restarted 1884 when the Naval Nursing Service was formed. It became the Queen Alexandra's Royal Naval Nursing Service in 1902 and is still in operation. Women have had active roles in the British Army since 1902, when the Queen Alexandra's Royal Army Nursing Corps was founded. The Princess Mary's Royal Air Force Nursing Service was formed in 1918.

Women may join the British Armed forces in all roles except those whose “primary duty is to close with and kill the enemy in 2012”: Infantry, Household Cavalry, Royal Armored Corps, Royal Marines Commandos, RAF Regiment, Special Air Service and Special Boat Service. Women were once excluded from service in the Royal Navy



Submarine Service and as Royal Navy Clearance divers, but since their inclusion in the Navy in 1990, they have successfully served as clearance divers.<sup>37</sup>

In 2014, Defense secretary Philip Hammond has signaled that women will be eligible to serve in combat roles in the British army for the first time. The British military has long resisted having women on the frontline and as recently as 2011 where a survey dismissing the move on the grounds that women would be a distraction to male soldiers. But Hammond announced that he had ordered a review, noting that the Americans, French, Australians, Canadians and Israelis have women in combat roles. He said he had been planning to leave the review until the end of the year, after the withdrawal of troops from Afghanistan, but decided to bring it forward after concluding that the lack of women in combat roles sent the wrong signal about gender in the armed forces.<sup>38</sup>

### Summary

This chapter reviewed the history of change in the last sixty years of Women in Military Service focusing on how and why women are becoming more or less integrated into the ROKMND and five other countries. Sources describe the change and development of neighboring countries' women in their respective military. The next chapter describes the research methodology to create and analyze data to answer the research questions.

The common implications of neighboring countries' policies for women in the military are as follows:

The first is that even though the percentage of women in military service varies from country to country within this study, the one common theme is that all are expanding the role on the battlefield and scope missions assigned to women.

Second, even though some of the countries put some limitations to manage female soldiers, most of countries tried to abolish legal discrimination against female soldiers in all areas.

The conclusion of the above analysis of the two common points is that modern operational circumstances require an increase of women in various fields, especially combat units.

Thus, it is essential to train and integrate the soldiers who successfully perform the duties rather than applying the dual criteria of male or female to achieve the ultimate goal to win the battle. To support this, it is necessary to redefine the female management policy and integration to combat units.

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<sup>1</sup> Yu yongwon, "In Korea's Military, Women get a Boost in Status and Rank," *Korean Magazine* 23, no. 1 (Spring 2009): 83.

<sup>2</sup> Ibid.

<sup>3</sup> Moon, "Beyond Equality," 217.

<sup>4</sup> Ibid., 208.

<sup>5</sup> Ibid., 83.

<sup>6</sup> Ibid.

<sup>7</sup> Ministry of National Defense, *The 60 years History of Women in Military* (Republic of Korea, 2010), 10.

<sup>8</sup> Yu, "In Korea's Military," 83.

- <sup>9</sup> Ministry of National Defense, *2012 Defense White Paper*, 206.
- <sup>10</sup> *Ibid.*, 207.
- <sup>11</sup> Newsis Newspaper, “Facing a Competitive Job Market, More Female College Graduates are Setting their Eyes on becoming Commissioned Military Officers,” 3 November 2013, accessed 21 September 2014, <http://news.naver.com/main/read.nhn?mode=LSD&mid=sec&sid1=102&oid=003&aid=0005476308>.
- <sup>12</sup> *Ibid.*
- <sup>13</sup> David F. Burrelli, *Women in Combat: Issues for Congress* (Washington, DC: Congressional Research Service, May 2013), 1.
- <sup>14</sup> Women Marines Association, “History of the Women Marines,” accessed 20 June 2014, [http://www.womenmarines.org/wm\\_history.aspx](http://www.womenmarines.org/wm_history.aspx).
- <sup>15</sup> Morris Janowitz and Charles C. Moskos, “Five Years of the All-Volunteer Force: 1973-1978,” *Armed Forces and Society* 5 (Winter 1979): 171-218.
- <sup>16</sup> Burrelli, *Women in Combat*, 2.
- <sup>17</sup> Public Law 95-97; 91 Stat. 327; 30 July 1977.
- <sup>18</sup> Peter J. Boyer, “Admiral Boorda’s War,” *The New Yorker*, 16 September 1996, 68.
- <sup>19</sup> National Defense Authorization Act for Fiscal Years 1992 and 1993, Public Law. 102-190, 102d Cong., 105 Stat. 1365 (5 December 1991).
- <sup>20</sup> Burrelli, *Women in Combat*, 4.
- <sup>21</sup> Department of Veterans Affairs, “Statistics on Women in the Military,” Women in Military Service for America Memorial, 30 September 2011, accessed 20 August 2014, <http://www.womensmemorial.org/PDFs/StatsonWIM.pdf>.
- <sup>22</sup> Department of Defense, *Population Representation in the Military Services 2009* (Washington, DC: Office of the Under Secretary of Defense, Personnel and Readiness, 2009), 35, accessed 20 August 2014, <http://prhome.defense.gov/MPP/ACCESSION%20POLICY/PopRep2009/>.
- <sup>23</sup> Burrelli, *Women in Combat*, summary.

<sup>24</sup> Korea Times, “North to Conscript Women for Seven Years,” 9 September 2014, accessed 22 September 2014, [http://koreatimes.co.kr/www/news/nation/2014/09/113\\_164934.html](http://koreatimes.co.kr/www/news/nation/2014/09/113_164934.html).

<sup>25</sup> World Tribune, “North Korean Forces Increasingly Manned by Women Soldiers,” 24 January 2007, accessed 22 September 2014, <http://www.worldtribune.com/worldtribune/07/front2454126.1006944445.html>.

<sup>26</sup> Israel Defense Forces, “60 Years of Women’s Service in the IDF,” 16 August 2010, Summary, accessed 20 June 2014, <http://idfspokesperson.wordpress.com/reports/60-years-of-women%E2%80%99s-service-in-the-idf/>.

<sup>27</sup> Ibid.

<sup>28</sup> Martin van Creveld, “Armed But Not Dangerous: Women in the Israeli Military,” *War in History* 7, no. 1 (January, 2000): 95, accessed 20 June 2014, <http://wih.sagepub.com/content/7/1/82.short>.

<sup>29</sup> Ibid., 96.

<sup>30</sup> Israel Defense Forces, “Women in the IDF,” 7 March 2011, accessed 20 June 2014, <http://idfspokesperson.wordpress.com/2011/03/07/women-in-the-idf/>.

<sup>31</sup> Israel Defense Forces, “Statistics: Women’s Service in the IDF for 2010,” 25 August 2010, accessed 21 June 2014, <http://idfspokesperson.wordpress.com/2010/08/25/statistics-womens-service-in-the-idf-for-2010-25-aug-2010/>.

<sup>32</sup> Israel Defense Forces, “More Female Officers in more Positions in the IDF,” IDF Website, 30 November 2011, accessed 21 June 2014, <http://www.idf.il/1086-14000-EN/Dover.aspx>.

<sup>33</sup> Perley-Ann Friedman, Linda Schweitzer, and Leanne Karoles, “The Gender Neutral Approach of the Canadian Forces: Integrating Women into the Military,” *The International Journal of Diversity in Organizations, Communities and Nations* 8, no. 4 (November 2008): 69.

<sup>34</sup> Sisters in Arms, “History of Women in Combat: Canada,” 2009, accessed 22 June 2014, <http://sistersinarms.ca/history/history-of-women-in-combat>.

<sup>35</sup> National Defence and Canadian Armed Forces, “Women in the Canadian Armed Forces,” 6 March 2014, accessed 23 June 2014, <http://www.forces.gc.ca/en/news/article.page?doc=women-in-the-canadian-armed-forces/hie8w7rm>.

<sup>36</sup> Suzanne J. Stark, *Female Tars: Women Aboard Ship in the Age of Sail* (London: Pimlico, 1998), 68-71.

<sup>37</sup> BBC News, “Royal Navy’s First Woman Warship Commander Sarah West takes up her Post,” 22 May 2012, accessed 22 November 2014, <http://www.bbc.com/news/uk-scotland-edinburgh-east-fife-18158980>.

<sup>38</sup> Ewen Mac-Askill, “Women set to get Green Light for Combat Roles in the British Army,” *The Guardian*, 8 May 2014, accessed 12 September 2014, <http://www.theguardian.com/uk-news/2014/may/08/women-set-for-combat-roles-in-british-army>.

## CHAPTER 3

### RESEARCH METHODOLOGY

#### Introduction

The purpose of this study is to look ahead to the example of neighboring countries on their policies for women in the military and to define the problems that are expected in the integration of women in Korean combat units.

The breadth of the research is to look back on the transition and development of female personnel management over the last 60 years, especially in consideration of the country and neighboring countries that have relatively similar management conditions for female soldiers, such as the USA, North Korea, Israel, UK, and Canada. Through the analysis of levels of female soldier integration into the combat units in selected countries, we can recognize the expected problems and try to seek solutions when integrating women in combat units in the ROKA.

The first chapter provided a general introduction of women in the combat units in the ROKA (Republic of Korea Army). The first chapter also introduced the proposed thesis. It provided an overview, stated the primary and subsidiary research questions, defined key terms, established the limits of research and scope, and provided reasons by which the research will be significant. The second chapter reviewed the literature to summarize impending changes to the women's expanded role in the Korean military, and then we can more precisely begin to compare our current situation, goals and objectives with neighboring countries. The intent of this analysis is to find the implications with neighboring countries to foster the integration of women into combat units in the ROKA.

### Data Collection

According to John W. Creswell, there are five generally accepted methods for gathering data in qualitative research: biography, phenomenology, grounded theory, ethnography, and a case study.<sup>1</sup> Data collection for this study used the case study method, as it focused on collecting and analyzing documents and observations from multiple sources to develop the themes for the integration of women into combat units in the ROKA. In addition, the study analyzed assessments from various respected sources on the processes, controversies, and the background of integrating women into combat units. Additionally, it analyzed perceptions of male soldiers of integrating women into combat units.

The aim of chapter three is to describe the research methodology applied to develop responses for the primary and secondary research questions. First, this is a qualitative study employing a comprehensive literature review methodology of existing studies. Of note, it includes the several primary sources to include the Korean Institute for Defense publications and materials, the Defense White Paper of the Ministry of National Defense, research symposium, research papers, related literature scholars, and newspaper material. This thesis reflected the most recent data and expert's opinions available.

### Data Analysis

The analysis for the data collected in this study revolved around three themes: the processes in expanding the roles and chronologies of women into combat units; how the influences and limitations of the processes are affecting the ROKA; and the identification of the impediments and limitations for the integration of women in the ROKA from the

perspective of social perception and institutional regulations. In order to attach relevant data to the appropriate theme, research for this study used reflective summary notes about what was being learned from the data.

This research applied the framework of data analysis, and the analytical research methods for various materials were the main research methods used in this paper. The primary objective of the framework is the foundation of the theory and analysis of this study to consider the 60-year history of female personnel management of the ROKA. This research used a multifaceted approach that investigated culture, society, and behavior through an analysis and synthesis of the perception and awareness of the Korean people. This research is also concerned with collecting and analyzing information in many forms, chiefly survey.

By analyzing and assessing the specific content of various paper presentations, a detailed analysis of the data based on the theoretical foundations of international examples about the management of female soldiers, including the USA, North Korea, Israel, UK, and Canada was completed. The analysis could provide a specific solution for the integration of women in combat units. Based on the expected problems, negative perceptions and limitations for the integration of women into combat units, it is essential to seek solutions to expand the women's workforce and modify the principles for the assignment.

The analysis approach will focus on five key areas— the pros and cons, the key arguments about women in combat roles, the background of the expanding role of women in the military, the perception about the integration of women into combat units from the



perspectives of male soldiers, and the ROKMND current policy for female soldiers —and examine the root causes of each to determine how they bring about the involvement of women into combat units in the ROKA. The first part of the research provides a qualitative analysis regarding the pros and cons for the integration of women into combat units. The next part provides a key argument about combat effectiveness. It also provides the case study, which focuses on the activities of women for defending and protecting South Korea during the Korean War. The third part of the research provides the background and reason why the numbers of women are increasing in the military. The next part provides the perception about the integration of women into combat units from the perspectives of male soldiers and the social community. This paper used, as a resource, a survey on the perception of women in combat units which was conducted by the ROKA Headquarters in 2009.<sup>2</sup> The main questions asked in the survey were as follows:

1. How do you assess the performance of women in combat units?
2. What is the desirable field for women in the military?
3. What is the suitable position for women in the combat units?
4. What is the desirable way in wartime for women who are in combat units: stay in combat units or change their mission?

The last part of research provides the Army regulations and principles for current personnel management of women in the ROKA.

For this analysis, the three-dimensional space approach will be utilized. This approach involves analyzing data from three elements: interaction (social and military

perspective), continuity (past, present, and future), and situation. The analysis considered perspectives from both social and military sources to acquire a comprehensive sample of various opinions regarding women's role in modern society and military.

### Roles of Researcher

A significant concern during the qualitative study is the bias of the recorder. The author of this study is the ROKA male officer whose experiences and points of view were formed in the military and male perspective. In order to avoid having these biases affect the analysis during the study, this author used objective official survey data.

The researcher also had to work within some limitations while compiling and analyzing data. The researcher did not have the resources to conduct the survey after 2009. There were limitations to conducting a survey in America which would have required official permission from both military authorities in a timely manner. Time was also a limitation during the study, as the researcher had to complete the study within a nine-month time frame.

### Summary

This study uses qualitative and analytical research methods of various research materials to address the primary research question. The case studies of the transition and development of female personnel management over the last 60 years and the activities of women for defending and protecting the South Korea during the Korean War are utilized with the aim of discerning the motivations and processes of integration of women in combat units into ROKA policy. Additionally, this research includes qualitative analysis

of the ROKA policy to hinder the integration of women into combat units, and try to seek solutions and suggestions for amendment of the policy.

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<sup>1</sup> John W. Creswell, *Qualitative Inquiry and Research Design* (Thousand Oaks, CA: SAGE, 1998), 65.

<sup>2</sup> Park, “Study of Female Workforce Expansion,” 36.

## CHAPTER 4

### ANALYSIS

The purpose of this research was to ascertain whether the integration of women into combat units in the ROKA is necessary and how to integrate them optimally. This chapter applies the research design described in the previous chapter. The aim was to create data and analyze findings to develop responses to research questions.

This chapter consists of seven major sections. The first section deals with the participation of women in combat missions. The purpose of this section is to identify the controversies for women participating in combat missions. The second section deals with modern operational circumstances that require an increase in the number of women in the military. This purpose of this section is to identify the background and reason why the number of women is increasing in the military. The third section deals with awareness and perception about the management of women in the military from social perspectives. The purpose of this section is to analyze the social awareness and perception that hinders the growth of women's influence. The fourth section deals with the awareness and perception about integrating women into combat units from the perspectives of male soldiers. The purpose of this section is to identify the awareness and perception from the perspectives of the females' counterparts that may hinder the integration of women into combat units, as well as the evaluation of the mission performance of women in the military. A survey on the perception and awareness of women in combat units conducted by the ROKA Headquarters in 2009 was used as a resource. The fifth section deals with the implications for the ROKA. The purpose of this section is to make recommendations

to facilitate effective and efficient integration of women into the ROKA. The sixth section deals with the Army regulations and principles for the current personnel management of women in the ROKA. The purpose of this section is to identify the current Army regulations and principles for assigning women into the units in the ROKA. The last section deals with new principles that can be applied for the integration of women in the military. The purpose of this section is to suggest new principles to integrate the women into combat units.

### Participation of Women in Combat Missions

In the past, women's mission in the military was not directly related to the battle field like the GOP (General Out Post) security mission company commander in a ROKA Mechanized Infantry Battalion. However, the institutional environment has been established for women to participate in increasingly more career fields including infantry which is a common phenomenon to all countries in the world. The participation of women in combat units has been the subject of debate in many countries, and this controversy will present the final obstacles to unlimited expansion of women in the military.

A number of arguments have been raised in the defense policy that bans women from combat roles. Should women be allowed to serve in combat roles in the armed forces? Combat roles are usually defined as "roles whose primary duty is to close with and kill the enemy."<sup>1</sup> Examples are the infantryman, tank crewmember and combat pilot. The military roles open to women vary around the world. The Rand Corporation studied increased deployment of women in all three branches of the United States military

throughout the 1990s. They wholeheartedly endorsed further integration, having found no great ill effects from expanding the roles of women in the different services over that period.<sup>2</sup> In 2002, the British Ministry of Defense reviewed whether to open combat roles to women and decided against it, while the service of American women in the Iraq and Afghanistan wars has led to a renewed debate about opening combat roles to women in the U.S. military.<sup>3</sup>

During the twentieth century, equal opportunity laws have made it possible for women to work in many fields which were once exclusively male. In many western countries, the military is now one of the very few parts of society to formally discriminate against women. Meanwhile, the number and nature of conflicts in the world have changed over the past century. Since the end of the Cold War, wars have become “less frequent and less deadly.”<sup>4</sup> In the past, wars were often fought between large armies with heavy weaponry, but many modern conflicts are L.I.C.s (low intensity conflicts), involving terrorist groups with guerilla tactics. L.I.C. has been defined by the U.S. military as “a political-military confrontation between contending states or groups below conventional war and above the routine, peaceful competition among states. It frequently involves protracted struggles of competing principles and ideologies. . . . It is waged by a combination of means, employing political, economic, informational, and military instruments.”<sup>5</sup> Modern war has gained an intensity and geopolitical significance. Terrorists’ threats prompt the invasion of countries, while struggles for democracy often attract allied intervention. An example is the N.A.T.O. (North Atlantic Treaty Organization) involvement in the Libyan civil war of 2011.<sup>6</sup>

Since the Cold War, many western countries have ended conscription systems for recruits, relying instead on all volunteer forces. These developments have placed pressure on the recruitment system. Below is an overview of the pros and cons of the key social arguments about women in combat roles. These arguments are not necessarily grounded in facts or analysis but are recognized throughout the world.

### Cons Overview

1. Physical Ability: while the majority of jobs in the armed forces are open equally to men and women, the prevailing argument is that women are just not physically suited for some of these jobs. The standards of physical fitness have been set to suit men, and women would not be able to achieve those same physical fitness standards. In addition, combat units engage in activities designed to suit men's capabilities. Women serving in integrated units will suffer higher injury rates as a result of this.<sup>7</sup>
2. Efficiency: some women will be able to meet the required standards, but most will not. While the integration of women into combat is possible for those qualified, the small number versus the additional logistical, regulatory and disciplinary costs associated with integration do not make it a worthwhile move.<sup>8</sup>
3. Morale and cohesion: having women serving in direct combat will hamper mission effectiveness by hurting unit morale and cohesion. Some people expressed concern that integrating the women in combat units may lower unit

cohesion, because men would feel forced to be more protective of female soldiers than other male soldiers.<sup>9</sup>

4. Tradition: in most cultures and throughout the world and the Korean culture in particular men, maintain traditional gender roles. In some situations, men may act foolishly to protect women in their combat units. Harassment and resentment of the presence of women in a hyper masculine military subculture would become a problem.<sup>10</sup>
5. Abuse by enemy: both male and female prisoners are at risk of torture and rape, but misogynistic societies may be more willing to abuse woman prisoners.<sup>11</sup>
6. Career advancement: men and women are both given opportunities to join the army, but with the understanding that different roles require different physical and emotional attributes. This should mean in turn that there are multiple routes to promotion so that women have equal opportunities without having to fight to take part in combat operations.<sup>12</sup>

#### Pros Overview

1. Ability vs Gender: as long as an applicant is qualified for a position, one's gender is unimportant. It is easy to recruit and deploy women who are in better shape than many men sent into combat. It is possible to calibrate recruitment and training standards to women. Extra training for muscle building can also be used to reduce female injury rates. In a modern high technology battlefield, technical expertise and decision-making skills are increasingly more valuable than simple brute strength.<sup>13</sup>



2. Military readiness: allowing a mixed gender force keeps the military strong.

The all-volunteer forces are severely troubled by falling retention and recruitment rates. Widening the applicant pool for all jobs guarantees more willing recruits. Women, who choose to become active combat soldiers, are unlikely to shirk their duty by becoming pregnant after a call-up as these women have willingly joined the army.<sup>14</sup>

3. Effectiveness: the blanket restriction for women limits the ability of

commanders in theater to pick the most capable person for the job.<sup>15</sup>

4. Tradition: training will be required to facilitate the integration of women into

combat units. Cultures change over time and the masculine subculture can evolve, too. Many previously masculine professions have been successfully opened to women over the past century.<sup>16</sup>

5. Modern warfare and public support: in the modern world of combat

(Afghanistan, Iraq), all women serving in the military are exposed to “front-line risks.” Support for women serving in the armed forces has not wavered as warfare has changed, a clear sign that the necessity of women serving in combat is recognized.<sup>17</sup>

6. Cultural differences and demographics: women are more effective in some

circumstances than men. Allowing women to serve doubles the talent pool for delicate and sensitive jobs that require interpersonal skills not every soldier has. Having a wider personnel base allows militaries to have the best qualified soldiers regardless of gender working to end conflicts quickly.<sup>18</sup>

7. Career advancement: as combat duty is usually regarded as necessary for promotion to senior officer positions, denying female personnel this experience ensures that very few will ever reach the highest levels of the military and so further entrenches sexism. Women in the Army have to be given the same opportunities as men, but in order to have the same opportunities they have to be exposed to the same risks.<sup>19</sup>

As the number of women in the military increases, commanders recognize that without their service in a variety of roles, units would struggle or even fail at their assigned missions. Since the Gulf War, military leadership has recognized that the “United States [can] no longer fight a major war or campaign without women.”<sup>20</sup> Current hostilities confronting the United States present no clear delineation between front and rear lines. Rosemarie Skaine, an expert on gender issues in the military, suggests “that the old front line no longer exists because present day conflicts are peacekeeping tasks and that modern weaponry is more technologically operated than in the past.”<sup>21</sup>

Many of the female officers in the ROKMND have claimed the participation of women in combat positions. They said that they have a willingness and ability to fight as a brothers in arms, and women are also proud of the oath they took to defend their country when they were commissioned as officers.<sup>22</sup> Soldiers should be able to dedicate their lives to protect their country if necessary, and give the absolute sacrifice for their country. Moreover, gender differences should not be a problem due to the transformation to high technology on the current battlefield.

Fears that placing women in combat positions would precipitate declines in the military's combat effectiveness have not been realized. The fact remains that influences other than women's involvement— such as technological advances in communications— have created greater changes in the military.<sup>23</sup> Similarly, dependence on the all volunteers force has also induced the military to adapt to the realities of women making up an increasing percentage of the services. Since “the country's ability to maintain an all-volunteer army has been considered to depend on the effective use of the female labor force,” military leaders who deride a return to the conscripted force have had to find a way to exploit the capabilities of women.<sup>24</sup>

The important historical facts that Korean women enlisted in active duty as officers and nurses during the Korean War has long been celebrated. The Korean War was the total war including student, police, youth, veterans, laborers, as well as the regular Army in South Korea against the North Korean invasion of 25 June 1950. Women who did not have an obligation for military service originally joined the military to defend their country. When it came to face the crisis situation of the Republic of Korea, women enlisted into active duty as Army, Navy, and Air Force officers. Most of them were nursing officers. Moreover, Korean women became actively involved in other activities such as private militia of students, civilian nurses, and guerrilla activities to rescue the country from the crisis through combat or non-combat activities. When the Korean War occurred, Captain Kim Hyunsook was the chief of the Women Detached Officer Training Center. The center consisted of 25 detached female officers, and they were the first Korean women to join the war. They were the senior officers in the female

group, and were given the key positions such as woman militia establishment and recruitment of female soldiers, female soldiers training center commanders and key staff during the Korean War.<sup>25</sup>

The Women Militia training Center was established on 1 September 1950. A total of four classes comprising of 1,058 women graduated from the women training center during the war, and were assigned to the all levels of echelons such as the forward corps and divisions, and psychological operation battalions, and intelligence units to carry out administration support, psychological broadcasting, signals, logistics, and recreation activities.<sup>26</sup>

The nursing officers and civilian employees contributed to combat significantly during the Korean War. There were active duty nursing officers in the Army and Navy. The civilian employees were conducting nursing activities in the Air Force. These nursing activities included treating the patients in the military hospital.

The Army nursing officers started with the commission of 31 female second lieutenants who had private nursing certifications on 26 August 1948. There were 1,257 Army nursing officers who fought during the war. They set a record of treating more than 40 million casualties in mobile army surgical hospitals that kept pace with the front lines in harsh battlefield environments.<sup>27</sup>

The women's activities for defending and protecting their country during the Korean War were active and combative. Even though the number of female soldiers was small and negligible during the Korean War, their involvement has provided a framework to overcome difficult circumstances and conditions, and developed the women's role in

the ROKMND. The combat involvement of women will be executed as needed during wartime. Experience in combat units and systematic training preparation is necessary for the military to enhance the combat readiness posture regardless of gender.

### Modern Operational Circumstances Require an Increase in Women in the Military

In spite of the various laws and historical examples described above, it is obvious that modern operational circumstances require more female soldiers. One argument against women serving in ground combat positions is that women are not needed because there are enough men available to serve in these positions. However, in today's contingency operations, the issue is no longer whether there are men available for the job but whether men are the best people for the job. As commanders in the forward operating positions in Iraq quickly realized, they were in a new type of situation that required a creative way of responding to the need at hand.<sup>28</sup> Two hundred sixty-two commanders recognized that they needed female soldiers alongside the all-male units on the missions that interacted with the local population. The female soldiers could conduct the physical searches of local Iraqi women coming through checkpoints. The female soldiers were able to search and stay with any women and children encountered during the door-to-door search operations in the towns and villages. The female soldiers could also conduct searches and interact with the local women during various types of town meetings or events. Under the cultural restraints of the region, the male soldiers could not do these jobs and these jobs left undone were creating great risks and vulnerabilities.<sup>29</sup>

Women can provide specific competencies and perspectives that improve the conduct of operations. Women in combat units, as well as implementing a gender

perspective in the area of operations, clearly have the potential to increase the information gathering and analysis capabilities of units. Gaining access to local women not only allows a unit to develop a better understanding of local conditions and culture but improves the unit's relationship with the community and the perceived legitimacy and force protection of troops. The most obvious examples are Female or Mixed Engagement Teams, intelligence officers, cultural analysts, and interpreters who provide access to populations and areas all-male units cannot engage or search. Another example is provided by the difficulty in achieving civil-military coordination and cooperation in campaigns involving a broad set of actors. Male dominance of the military has been pointed to as one of the cultural features that create friction between military and humanitarian organizations.<sup>30</sup> Female liaison officers could potentially build bridges between organizations. Clearly, however, their impact is limited and should not be seen as a silver bullet. Moreover, without first changing the mindset of commanders, planners and soldiers alike, the importance of women's perspectives, information, and analyses is likely to be undervalued within a more traditional narrative. The impact will likely continue to be limited until a more general mainstreaming of a gender perspective on operations is achieved.<sup>31</sup>

This section provides a Background review of the expanded role of women personnel in foreign services. Military sociologist Brenda Moore, of the University at Buffalo-The State University of New York, notes that a number of legislative changes led to the expanded role for women in today's military.<sup>32</sup> The major factor was a shift in the mid-1970s from the military draft to an all-volunteer force. This change created

opportunities for women to serve in greater numbers as the services sought to meet personnel goals. "There simply were not enough men volunteering to serve, making the service of women a necessity," Moore says.<sup>33</sup> In 1973, women accounted for 1.6 percent of military personnel. And, after years of growing public distaste for the Vietnam War, the United States ended the draft, opting to move forward with an all-volunteer military. Then, as public opposition to the war limited the number of men who enlisted, recruitment of women was stepped up to help fill the gap.<sup>34</sup>

The second factor was the movement for equal rights for women, particularly in the 1960s and 1970s, led to demands for equal opportunity in all fields, including national defense, and a gradual removal of the restrictions against them. In 1974, the age requirement for women enlisting without parental consent was made the same as for men. The next year, legislation was enacted that allowed women to be admitted to the three service academies.<sup>35</sup>

The third factor is the decrease of the population across the world. With a decline in population, there would be some difficulties to meet the manpower needs for the military if limited to male only recruitment so, most countries naturally implemented policies to recruit uniformed female service members. South Korea's birthrate in 2013 fell to the lowest level on record, the government warning that South Koreans could face natural extinction by 2750. The agency data said that as of 2013 the average South Korean woman was expected to give birth to 1.187 babies in her lifetime, ranking the country nearly last in fertility worldwide. According to the U.S. Central Intelligence Agency, only Hong Kong, Taiwan, Macau and Singapore have lower fertility rates than

South Korea.<sup>36</sup> The South Korean military currently is the sixth-largest in the world. But years of low birth rates have resulted in declining numbers of young men available for military service, and the country now faces the pressing question of how to ensure national security in the face of inevitable troop reductions.<sup>37</sup> One of the options for offsetting this shrinking recruit pool might be increasing number of women in the military.

The fourth factor was significant changes have occurred both in the nature of war and in determining who is eligible to “officially” participate in those wars. Technological advances in weaponry and the diminished desire of male populations to serve in the military coupled with the evolution of the roles of women in society are emerging as pivotal components driving that change.<sup>38</sup> It can be enabled to increase the positions that requires the skills rather than physical ability in accordance with the development of science and technology. As we have seen in the GWOT (Global War on Terrorism) before, the level of ambiguity has made it more difficult to discern the front and rear of the battlefield, coupled with more unmanned systems taking the place of humans on the battlefield war can be waged from safer locations and not always in the face of the enemy. These changes have widened the positions of women relatively. One significant issue is the increase in the roles, responsibilities, and contributions of women, to include their increasing participation in combat. The front lines of a battlefield are no longer defined, so military women are finding themselves in the heat of battle and exposed to the rigors of combat. What has changed substantially is the asymmetric way of warfare, the



nonlinear battlefield, the dispersed transnational enemy, the new modular Army, and society's growing acceptance of women in combat.<sup>39</sup>

The fourth factor, background of the expanding role of women in the military, described above must be the most important in the analysis of the need. The outcome of war in the future will be determined by who can dominate knowledge and information exploiting it to their advantage. It also can be anticipated that the unmanned war using the robot and multi-dimensional battlefield will have been expanded to the universe. The aspects and the goal of the war could be changed to hit the minimum target and to avoid mass destruction. Therefore, the center of gravity in the warfare would be changed from material and human centric to information centric in accordance with the development of military technology, and military power would be determined to shorten the reaction time of the strategy by the accuracy of the striking force and flexible force projection and information. Therefore, the operating field of women will expand due to the increased requirements of superior and specialized management.<sup>40</sup>

The intention of the ROKMND is to increase female military personnel by complementing the current acquisition system that is based on a male-centered accession model and not to develop a separate female acquisition system. The risk in this policy is that it may not reflect the point of view of the female service member but instead be susceptible to political and social pressures since the policies originated in the political arena. Even the goal of securing 6.7 percent of the female workforce in the officer group by 2020 was directed by national policy-makers' demand rather than the judgment of the military itself. This could lead to a splintered approach, focusing on only the increase of

number of female service members and acquisition output, Additionally, most females have not had key or core positions in their branch. Most of them have been working in non-core positions of less importance in their branch. Accordingly, this brings out the problem of qualitative waste of the expertise and exertion of military women.<sup>41</sup>

Most careers of military women are managed by ROKA Headquarters Personnel Command and are controlled by corresponding manning documents (TDA-Tables of Distribution and Allowances) to the required position and rank. The positions are divided into essential positions and choice positions. Currently, one quarter of female officers have served in the infantry branch. Although the infantry branch is most closely associated with combat, most female officers who are assigned to the infantry branch are placed in positions in administrative duties mainly related to the staff or instructor. However, the limitations of female positions as a commander each echelon hindered the linkage the development of their competencies as a commander and staff officer. In addition, some commanders of the infantry unit are reluctant to manage the female officer because they lack key development position experience. Although the MOS (Military Occupational Specialty) is infantry, the real position is associated with mainly administrative work.<sup>42</sup>

#### Awareness and Perception of Management of Women in the Military from Social Perspectives

The concerns come in numerous shapes and forms, from practical and administrative issues regarding latrines, housing, and maternity leave, to the more serious concerns about the impact on the combat effectiveness of units. What will the inclusion of women in combat roles mean for the armed forces, and especially the organization's

“fighting power”—its effectiveness in the field of operations? After all, the main purpose of military organizations is to defend the constitution either as a deterrent force or by fighting and winning the nation’s wars.<sup>43</sup>

Women in South Korea have experienced great social change in recent years following the miracle on the Han River. Improvements in women’s social status over the last 30 years has led to the prevailing belief that women’s social status has become practically equal to men’s in many social sectors, such as in occupation, legal rights, education, political participation, and other areas. However, despite all this evidence of official equality, it still raises questions about the true nature of the improvement of women’s social status and the gender-equality in light of a preponderance of inequalities, such as the scarcity of women in professional fields, the prevailing belief of gender differences, and other factors. For a country with a centuries-old tradition of patriarchal Confucianism, it appears that Korea remains a patriarchal society.<sup>44</sup> Gender and age have been the two fundamental influences in patterns of social organization. Housework is most commonly regarded as women's work even when a woman works outside the home. Industrialization and democratization have given women more opportunities to play diverse roles in public life, but the basic structure of a gender division of labor is observable in public life.<sup>45</sup>

According to The Economist's 2013 "Glass-ceiling index" of five indicators of friendliness towards working women, South Korea ranks the lowest of all OECD (Organization for Economic Cooperation and Development) countries because of its lack of women in senior jobs.<sup>46</sup> Though hope for greater gender equality was anticipated with

the election of the country's first female president, gender discrimination is still rampant. More generally, women are still categorically inferior in the eyes of men. South Korea needs a series of initiatives that will enable women to work up to their capabilities, even after they have children.<sup>47</sup>

In 2007, Women Net, a web portal operated by the Ministry of Gender Equality and Family, conducted a survey to assess the attitude of women toward serving in the military. Quite interestingly, 52.3 percent of the younger-generation respondents indicated that they “regarded military service as a new type of career” or they were “willing to give it a try.” As for the growing attraction of the military among young women, the key factor has been the recent transformation of the military environment. A majority of women point to the broadened horizons of military service, plus an opportunity to pursue self-development. For example, they can acquire a variety of qualifications, such as a taekwondo black-belt ranking or Internet information-search certification, which most men in the military eventually obtain. “A military career has a number of advantages for active young women. They can realize a greater sense of self-fulfillment because they encounter less sexual discrimination in the military than in many other workplaces,” an official of the Ministry of National Defense explained.<sup>48</sup> However, the most significant factor hindering integration of women into combat units in Korea are biases without empirical verification. Below are cognitive biases underpinning the management of women in the military from the social perspectives.

First, military service, in particular the combat mission, has been predominantly the responsibility of male service members. From a historical perspective, military

service, and in particular assignment to combat missions, has been a predominantly a male experience, and this exclusion was accepted as right and natural. In South Korean society, soldiering has been commonly associated with the core of masculinity. The principle of universal male conscription proclaimed in the Military Service Law above indicates the institutionalization of such rhetoric of militarized masculinity—that it is men’s work to serve in the military to defend a nation.<sup>49</sup>

Second, the traditional view that women are not fit for war. Their lower physical abilities and supposed lack of mental toughness put at risk the combat effectiveness of the units.

Third, the gender specific traits of pregnancy, menstruation, and taking care of the children impact on the military service negatively.

Fourth, by integrating women in the military, it is likely to increase the possibility of sexual harassment, and it would impact on the combat readiness negatively. An investigation by the National Human Rights Commission, released in November 2013, found that close to 12 percent of women in the military experienced sexual harassment, and that 71 percent of female soldiers were aware that their superiors preferred male subordinates to female.<sup>50</sup> However, sexual harassment is a common social problem that occurs not only within military organizations. This is perceived as unacceptable behavior of men against women generally, and likewise men can also be victims of sexual harassment.

Fifth, the concern of placing women in combat lowers unit cohesion, either due to sexual relationships taking priority over group loyalty, or because men would feel obliged to be more protective of women than other men.

As we have seen above, in spite of the negative perception contributing to attempts to interrupt the increase of female soldiers, increases are gradually occurring and also changes to ensure gender equality and opportunities. The social perception about the increase of female soldiers has been changed from supporting and replacing the male soldier to gender and opportunity equality in the workforce.

#### Awareness and Perception of Integrating Women into Combat Units from the Perspectives of Male Soldiers

Most critics believe that women in combat would degrade military readiness for two basic reasons (1) because they supposedly lack physical and emotional strength and (2) because they purportedly would cause friction and degrade unit cohesion. However, the degraded cohesion theory did not hold true in a 1993 General Accounting Office (GAO) study of co-ed units deployed to Desert Storm, most assigned soldiers believed cohesion was good. The U S Army Research Institute of Environmental Medicine, which showed that the proper training could prepare most women to do jobs classified as very heavy, disproved the argument against physical strength. Women's emotional stamina has also been proven by performance from World War II through Desert Storm.<sup>51</sup>

This is another result of survey conducted by the ROK Army headquarter in 2009 of perceptions and awareness of male soldiers concerning female soldiers. All male soldiers assigned to the ROK Army Headquarters totaling 706 participated in this survey.<sup>52</sup>

The first question was “How do you assess the performance of women in combat units?” The response showed that the performance is similar to male soldiers (61.3 percent), performance is poorer than male soldiers (27.5 percent), and performance is superior than male soldiers (11.2 percent). The result showed a relatively positive recognition about the performance of women in combat units (see table 3).

Table 3. The assessment about the performance of women in combat units

Classification	Personnel(pax)	Ratio(%)
Much poorer than male soldiers	28	4.0
Poorer than male soldiers	166	23.5
Similar as male soldiers	433	61.3
Superior than male soldiers	68	9.6
Very superior than male soldiers	11	1.6
Total	706	100.0

*Source:* Park Mi Hee, “Study of Female Workforce Expansion and their Direction” (Master's Thesis, Hansung University, Seoul, June 2013), 36.

Below are the results of the ROK Navy headquarters survey conducted in 2005. All male soldiers assigned to the ROK Navy headquarters totaling 211 participated in this survey. Navy headquarters survey responses showed that 80.1 percent of the respondents rated female performance is similar to male soldiers, 3.3 percent of the respondents rated female performance is poorer than male soldiers, and 16.8 percent of the respondents rated female performance is superior than male soldiers. The results of the 2009 Army

survey demonstrated a lower female rating of performance of women in combat units than the Navy survey conducted in 2005 (see table 4).

Table 4. The assessment about the performance of women in the Navy

Classification	Personnel(pax)	Ration(%)
Poorer than male soldiers	7	3.3
Similar as male soldiers	169	80.1
Superior than male soldiers	35	16.6
Total	211	100.0

*Source:* Park Mi Hee, “Study of Female Workforce Expansion and their Direction” (Master's Thesis, Hansung University, Seoul, June 2013), 36. The survey conducted by ROK Navy headquarter in 2005.

The second question was “What is the desirable field for women in the military?” The response showed that male soldiers thought female soldiers are desirable for Combat Service Support (38.7 percent), the same position with male soldiers (31.4 percent), Combat Support (23.5 percent), and Combat units (2.5 percent). The result showed some male soldiers thought that it is more desirable to assign women in combat support and combat service support areas other than the direct combat mission (see table 5).



Table 5. Desirable field for women in the military

Classification	Personnel(pax)	Ration(%)
Combat units	18	2.5
Combat Support	166	23.5
Combat Service Support	273	38.7
Same position with male soldiers	222	31.4
Etc.	27	3.8
Total	706	100.0

*Source:* Park Mi Hee, “Study of Female Workforce Expansion and their Direction” (Master's Thesis, Hansung University, Seoul, June 2013), 38.

The third question was “What is the suitable position for women in combat units?” The response showed that women assume every position without restriction (61.3 percent), the following staff positions were (32.3 percent), with the order of the commander positions (6.4 percent). This results showed that many male soldiers thought women can assume every position without restriction (see table 6)

Table 6. Desirable position for women in the combat units

Classification	Personnel(pax)	Ratio(%)
Commander position	45	6.4
Staff position	228	32.3
Every position without restriction	433	61.3
Total	706	100.0

*Source:* Park Mi Hee, “Study of Female Workforce Expansion and their Direction” (Master's Thesis, Hansung University, Seoul, June 2013), 39.

The fourth question was “What are the desirable positions in wartime for women who are in combat units in peacetime?” (Should women continue with the combat mission in wartime that they were assigned in peacetime?) The response showed that they should keep conducting their combat mission (50.4 percent), and change the position to the combat support or combat service support (42.9 percent). This result showed that some male soldiers thought combat missions are in conflict with maternity related issues such as pregnancy, childbirth and childcare which will lead to difficulties during the wartime. Some male soldiers also thought women in combat units should change their positions to the less dangerous missions during the wartime. (see table 7).

Table 7. Women soldier who are in combat units in peacetime during the wartime

Classification	Personnel(pax)	Ratio(%)
Keep conducting combat mission	356	50.4
Change the position to combat support or combat service support	303	42.9
Etc.	47	6.7
Total	706	100.0

Source: Park Mi Hee, “Study of Female Workforce Expansion and their Direction” (Master's Thesis, Hansung University, Seoul, June 2013), 40.

#### Implication for the ROKA

Through the empirical analysis, we have the data to support that the performance of female soldiers working in combat units was generally similar to male soldiers.

Similarly our findings indicated a lack of ability to perform the work and parental leave are major factors impeding combat missions for women. Moreover, physical inferiority, lack of facilities, and lack of understanding the relationship between genders caused the disconformity. The recognition that women can assume proper positions in combat units without restriction is growing. These results showed that women have the ability to conduct their combat mission successfully.

The following recommendations are made to best facilitate integration of women into combat units. First, the negative perception and awareness for women should be changed. Most women who enlisted the military are very progressive. Second, women should be treated as equals to male soldiers which includes education, positions, promotion and welfare.

#### Army Regulations and Principles for current Personnel Management of Women in the ROKA

Female military service members carry out duties in a variety of areas as commanders and staff members at various echelons, as fighter pilots, PKM (Patrol Boat Killer, Medium) captains, and troops deployed overseas. Also, like male service members, females now have the opportunity to dedicate themselves to national security by serving as reservists if they desire after active service in accordance with the amendments made to the Military Personnel Act and the Military Service Act.<sup>53</sup>

The ROKMND is pursuing diverse policies in synch with the government's gender policies in order to guarantee service conditions that allow all female defense personnel to be the best that they can be in various fields.<sup>54</sup>

First, in order to spread an awareness of gender equality and contribute to a “gender equality culture” taking root in the military, the ROKMND is carrying out gender recognition improvement education to field unit service members, cadres at each rank, and military civilians and public officials. In addition, better education results are being attained by applying a variety of educational techniques and developing and utilizing diverse subjects.<sup>55</sup>

Second, systems and policies that are gender biased or unreasonable are being identified and rectified. This includes a counseling system for addressing female grievances instituted at every echelon of command. Female grievance counselors counsel and resolve grievances of female personnel in the unit and support junior cadres in the process of adjusting to the unit.<sup>56</sup>

Third, as the number of female military service members continues to increase, the ROKMND is creating a service environment where female personnel are able to balance their duties at work and at home. In order to contribute to increasing the birthrate and strengthening maternity protection, maternity leave of absence for service members who are raising children under eight years old as well as maternity leave for spouses were expanded. Also, by improving various systems such as building more child-care facilities, the ROKMND is contributing to the efforts of guaranteeing conditions for childbirth and child-care.<sup>57</sup>

Fourth, the ROKMND is strengthening the effectiveness of its gender impact assessment system by carrying out a gender impact assessment evaluation in order to contribute to the realization of gender equality during the process of establishing major

ROKMND policies. It is also pursuing the establishment of an assessment system to have the results of the evaluation reflected in the related policies. In addition, in connection with this system, the ROKMND is also expanding the budget for gender recognition education and training that rectifies gender discriminative elements by analyzing in advance how the budget impacts males and females.<sup>58</sup>

Fifth, the ROKMND is planning to set the percentage of female committee members appointed to the ROKMND government committee in order to expand the level of participation of females in policy decision processes. In addition, public relations activities highlight the organizational leadership, sense of responsibility, and professionalism of female service members being carried out towards various companies including large enterprises in order to support the employment of retiring female service members, and a mutual cooperation system between the military and companies is established.<sup>59</sup>

The ROK Army regulations to assign the position for women are as follows: First, the commander above regiment echelon determined who will fill those positions. Second, the position and career management standards are applied separately for company grade female officers in the combat units respectively from those of male officers. The position and career management standards are applied the same for company grade female officers in combat support and combat service support as they are to male officers. Third, field grade female officers are assigned to the headquarters and military schools as staff. The commander position for field grade female officers are assigned by Army

headquarters selectively, and may be available in accordance with the wish of the individuals<sup>60</sup> (see tables 8 and 9).

Table 8. The commander position for infantry women (Army regulation)

Classification	Common	Infantry
Colonel	- ROTC school commander  - Logistic support group commander	- Training support regiment commander(Infantry school, Army training center, NCO school)
Lieutenant Colonel	-HQ support commander	-Training support battalion commander  -private training center commander
Major	-HQ support commander	-Division private training center commander
Captain	-HQ company commander	-private training center company commander

*Source:* Park Mi Hee, “Study of Female Workforce Expansion and their Direction” (Master's Thesis, Hansung University, Seoul, June 2013),

Table 9. The commander position for engineer and signal women  
(Army regulation)

Classification	Engineer	Signal
Colonel	-Support group commander	-Signal regiment commander
Lieutenant Colonel	-Training support commander in engineer school	-Training support commander in signal school
Major	-engineer battalion commander in reserve division	
Captain	-engineer company commander  -company commander in engineer school	-Division signal company commander

*Source:* Park Mi Hee, “Study of Female Workforce Expansion and their Direction” (Master's Thesis, Hansung University, Seoul, June 2013), 47.

#### Recommendations for Integration of Women in the ROKA

As we have seen above, the ROKA goal to lift restrictions on female soldiers and increase the number of female soldiers appropriately across the ROK Army is supported by the findings in the ROKA 2009 Survey. We must develop and expand various positions in the field units for women. These are the recommendations for integration and expansion of the women in combat units.

First, some restrictions and limitations to assigning women into combat units should be abolished. ROKA Regulation 110 specifies that “the assignment of women to combat units can be limited, if necessary, by taking into consideration the unit mission, female characteristics, and unit advantages.”<sup>61</sup> Due to this regulation, women serving as infantry officers in the combat units are very rare. Seven women are currently serving in

the GOP (General Out Post): three women in the first Division, two women in the fifth Division, and two women in the twenty fifth Division.<sup>62</sup> This is a disproportionately low number of women serving in the GOP and due in large part to ROKA Regulation 110. Conversely, if a woman demonstrates that she meets the requirements to conduct the mission, she should be allowed to do so in combat units.

Second, they should be equally respected when appointed to positions for which they are qualified and they will perform the same missions during peacetime and wartime as their male counterparts. In particular, we cannot expect women to serve in Functional Units like a private training center as their first duty station for their career development.

Third, the assignment of qualified personnel to combat positions will be reviewed. The duty assignment eligibility review system will be introduced to review candidates for combat positions in accordance with required qualifications and optional qualifications demanded by each position to be filled. Combat unit positions should be open to those who are qualified, regardless of gender.

Fourth, women will be guaranteed the advantages for promotions if they serve in combat units against female soldiers in non-combat units. This concept is similar to giving additional promotion points to soldiers who serve in special operations assignments for U.S. Army forces. In the military system, the normal promotion progression is often through combat roles. It is necessary to give priority to women in combat units for promotion purposes. In addition, a career management model for women who served in combat units will be developed that requires them to serve in specific positions in order to manage their careers systematically.



Fifth, adequate conditions for hygiene, child delivery and rearing have been provided for female soldiers. Subsidies for these services along with the expansion of nursery facilities in conjunction with local governments are also provided.

### Summary

This chapter applied the research approach designed in the chapter three in order to develop responses to research questions regarding the integration of women into combat units in the ROK Army. The aim was to create data and analyze findings to develop responses to research questions.

This chapter focused on the awareness and perception about the management of women in the military from social community and male soldier's perspectives. A survey on the perception and awareness of women in combat units was conducted by the ROKA Headquarters in 2009 was used as a resource.<sup>63</sup> Through the analysis of the survey and current Army regulations, we could identify some restrictions and limitations for integration women into combat units. This chapter recommended five major points to aid in the facilitation of integrating women into the ROKA, and also suggested new principles that can be applied for the integration of women in the ROKA.

The next chapter will provide the response to the primary research question, conclusions, recommendations, and the suggestion for further research.

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<sup>10</sup> Ibid.

<sup>11</sup> Ibid.

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<sup>29</sup> *Ibid.*, 151

<sup>30</sup> Donna Winslow, "Strange Bedfellows in Humanitarian Crisis: NGOs and the Military," in *Twisting Arms and Flexing Muscles: Humanitarian Intervention and Peacebuilding in Perspective*, eds. N. Mychajlyszyn, and T. D. Shaw (Aldershot, England: Ashgate, 2005), 116.

<sup>31</sup> Robert Egnell "Women in Battle: Gender Perspectives and Fighting," *Parameters* 42, no. 2 (Summer 2013): 40.

<sup>32</sup> Michele Norris, "Roles for Women in U.S. Army Expand," NPR News, 1 October 2007, accessed 9 September 2014, <http://www.npr.org/templates/story/story.php?storyId=14869648>.

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<sup>52</sup> Park, "Study of Female Workforce Expansion," 36.

<sup>53</sup> Ministry of National Defense, *2012 Defense White Paper*, 207.

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<sup>56</sup> *Ibid.*

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## CHAPTER 5

### CONCLUSION AND RECOMMENDATIONS

The purpose of this study is to ascertain whether the integration of women into combat units is necessary in the ROKA and, if so, how to integrate them optimally. Chapter 1 provided background and an overview about the integration of women into combat units in the ROKA. Chapter 2 provided an overview of the history of the women's role in the military in South Korea, the U.S.A, North Korea, Israel, Canada, and the United Kingdom. Sources described the change and development of each country's women in the military. It also described the controversial issues of the involvement of women in combat. Chapter 3 provided the research methodology applied to develop responses for the primary and secondary research questions. The methodology of this study was based on the qualitative study and comprehensive literature review methodology of existing studies and data. Chapter 4 applied this research methodology defined in chapter 3 to create and analyze data to develop findings concerning the research questions. Chapter 5 consists of two sections. The first section consists of conclusions and recommendations. The second section provides suggestions for future research. The aim of chapter 5 is to summarize findings, to develop conclusions, to provide recommendations for the integration of women into combat units, and suggest future research. In this section, the findings related to the primary and secondary research questions support the conclusions.

### Conclusions and Recommendations

The major reason of increasing women in the military is modern war has evolved technically, and the military missions have been diversified to include public services in disasters and peacekeeping missions. The second factor was the movement for equal rights for women. This social consciousness is one of the factors contributing to an increase in female soldiers and is behind the push for less restrictive military human resources policy surrounding females. The third factor is the decrease of the population in South Korea. The agency data said that as of 2013 the average South Korean woman was expected to give birth to 1.187 babies in her lifetime, ranking the country nearly last in fertility worldwide. Low birth rates have resulted in declining numbers of young men available for military service. One of options for offsetting this shrinking recruit pool might be increasing number of women in the military.

Women have truly come a long way on the path to integration in the military throughout the world and within the ROKA as discussed in chapter 2. However, female soldiers are still burdensome to the majority of male soldiers in the ROKA. Many military bases below battalion level do not have female only facilities like barracks and latrines. To integrate the women in combat units below battalion level, additional facilities like barracks and latrines for female soldiers is required. Also, commanders have to be more considerate toward female soldiers. Commanders who have female in their unit should take care of women's welfare and adjustment. This reverse discrimination can potentially result in an increase of complaints from male soldiers. There is also a stereotype against female soldiers because they are viewed as physically and psychologically incapable of performing in combat units and combat MOSs (Military

Occupational Specialties) mainly due to pregnancy/childbirth and childcare. However, the most significant factor that has hindered integration of women into combat units in Korea is biases without practical verification and grounds.

Even though the percentage of women in military service varies from country to country as pointed out in this study, but common to all is the women's role on the battlefield is expanding and the scope of missions assigned to women is increasing. Even though some countries put some limitations on managing female soldiers, most of the countries are progressing towards abolishing legal discrimination against female soldiers in all areas. Recognizing that is essential to train all soldiers equally to successfully perform combat related duties and fully integrate them into combat units to accomplish the mission rather than applying a dual standard to males or females. In order to accomplish this, redefining female management policy encompassing training for and integration into combat units will be necessary.

The result of the survey conducted by the ROK Army headquarter in 2009 of perceptions and awareness of male soldiers concerning female soldiers showed that 72.5 percent of the respondents rated female performance is similar or superior than male soldiers. The response also showed that 61.3 percent of the respondents rated female soldiers assume every position without restriction.<sup>1</sup> The results of survey showed a relatively positive recognition about the performance of women on combat units. This result also showed that many male soldiers thought women could perform every position without restriction. Women have demonstrated their ability and competence in many fields. They verified that they can conduct missions as well as their male counterparts.



We should ensure personnel utilization on the ability to meet actual job qualifications regardless of gender and maximize the effectiveness of military organizations. In addition, we should train and educate service members to overcome cultural bias.

These are the author's recommendations for integration and expansion of the women in combat units in the ROKA based on the analysis of the social and military perception to the female soldiers, current Army regulation, and selected countries' examples. First, some restrictions and limitations to assign women in combat units should be abolished. Specifically, current ROKA Regulation 110 contains restrictions and limitations: "the assignment of women can be limited, if necessary, considering the unit mission, female characteristics, and unit advantages."<sup>2</sup> Due to this regulation, women serving as infantry officers in combat units are very rare. This regulation should be changed and spelled out the following wording "assignment of women will be unlimited, considering the unit mission, characteristics of individual females, and advantages for the unit." Second, they should be equally respected when appointed to positions for which they are qualified and that they will perform the same missions during peacetime and wartime as their male counterparts. Women should be treated as equals to male soldiers which includes education, positions, promotion and welfare. Third, the assignment of qualified personnel to combat positions will be reviewed. Fourth, women will be guaranteed the advantages for promotions if they serve in combat units against female soldier in non-combat units. Fifth, adequate conditions for hygiene, child delivery and child rearing have been provided for female soldiers. Most military bases are located in

the rural areas, so providing these services is very significant to encourage women to serve in combat units.

### Future Research

This research began with a problem statement that there have been few studies conducted from the ROKA perspective concerning the integration of women into combat units. In this regard, this study tried to prepare the standard and principles for integration of women into combat units for efficient personnel management in the near future. In addition, this study focused on the analysis and comparison of the neighboring countries examples of managing and integrating of female soldiers. It analyzed the social and military perception for the integration of women into combat units in the ROKA. It also analyzed the current regulations and principles for the modification of current the ROK Army regulation.

It is highly encouraged to conduct further research into institutional and legal pathways to support women serving in combat units. Additionally, further research focused on identifying the supporting elements for integration of women into combat units rather than focusing on the limitations of the female soldiers is a natural progression that coincides with larger social acceptance of female into combat units. Moreover, it is highly encouraged to conduct further research on establishing career management models for women in combat units.

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